

# *Librarians' Advocate*



**Official Publication Of Librarians Affiliated With The  
University Council - American Federation Of Teachers, AFL-CIO**

**Ballots To Be Mailed May 23**

April 14, 1983

## **LIBRARIANS' ELECTION DATE SET**

May 23 is the date set by the Public Employment Relations Board (PERB) for ballots to be mailed to 460-500 librarians in the University of California to determine whether the University Federation of Librarians, University Council, AFT, will represent them in collective bargaining with the University. Opposing UFL-AFT on the ballot will be the University under the auspices of "No Representation."

### **AFT/CSEA Hold LAUC Forums**

On March 29 in Berkeley and March 31 in S.F. the AFT sponsored "brown bag" lunches on the relationship of LAUC and a bargaining agent, and an update on collective bargaining. Tom Martin (AFT staff) and Charles Shain (CSEA Librarian Chapter President) led the discussion.

The following issues were brought forth:

(1) The AFT has never viewed LAUC as a rival organization. In fact individual AFT members were the founders of LAUC in 1968. The UFL has always given strong support to LAUC; it was largely UFL pressure which secured official University recognition of LAUC.

(2) The UFL has long proposed that LAUC's position as an official University organization be protected, not as it now is by a letter of recognition from a now-departed Assistant Vice President, but through a legally-binding collective bargaining contract provision.

(3) The UFL believes that LAUC's role in the peer review process must be strengthened. The collective bargaining contract would be the document to accomplish that goal. The AFT supports the notion that LAUC's peer review mechanisms require a greater degree of independence from administrative influence. LAUC, for example, should appoint the members of ad hoc review committees rather than having them selected by the University Librarian.

### **Notice**

Any librarian who has a question regarding the election or eligibility to vote should call or contact the persons listed on the reverse side of this newsletter.

"I am greatly pleased that an election date has finally been set," said Phil Hoehn, President of the University Federation of Librarians. "We look forward to a brisk campaign and obtaining the right to negotiate our employment conditions with the University," Hoehn declared.

The President of UFL-AFT is a librarian on the Berkeley campus who along with many others has persevered to reach this point of providing the librarians systemwide with the democratic right to choose between the University and an exclusive representative.

The ballots will be mailed on May 23 to the homes of librarians. All ballots must be returned to PERB no later than noon on June 16. Ballots will be counted on June 27.

### **UFL Appeals PERB "Exclusion" Ruling**

The UFL and the University Council, AFT, asked Counsel Bob Bezemek to file a request for reconsideration of PERB's decision to allow the University to exclude 108 librarians as "supervisory." Bezemek filed the request based upon declarations mailed by librarians to the UFL Counsel this past week. President Hoehn and other librarians termed the decision, "outrageous." Watch future editions of the Advocate for developments on this issue.

The stakes are high for librarians in this election. The choice is between representation by a professional academic union with experience negotiating in higher education or having "no representation."

A "No Rep." vote will prohibit any employee organization from representing librarians in their employment relations with the University for at least a year. It is expected that the University will wage a strong campaign to eliminate librarians' right to representation in grievances, negotiations, and other matters.

**Join UFL-AFT Today**

## CFT Convention

Five hundred delegates from throughout the state met in San Francisco on March 18-20 for the annual convention of the California Federation of Teachers, AFT, AFL-CIO. Conference elected officers, heard reports on legislative issues from State Superintendent Bill Bonig and Assemblywoman Teresa Hughes, and voted on resolutions. The following resolution regarding the University of California's anti-union policies was unanimously adopted. The resolves are as follows:

**THEREFORE, BE IT RESOLVED THAT**

1. *The California Federation of Teachers oppose all diversions of taxpayers' money or University of California resources for the purpose of denying employees their rights to organize and have fair collective bargaining elections.*
2. *The California Federation of Teachers publicize its opposition to the University of California's anti-union efforts and work in the Legislature to end such attacks on University of California employees' rights to organize.*
3. *The California Federation of Teachers submit this resolution to the American Federation of Teachers, requesting AFT publicity in opposition to the University of California's anti-union efforts, and AFT work in the U.S. Congress to end the University of California's attacks on its employees' rights to organize.*

Campus Contacts: Berkeley/San Francisco: Phil Hoehn, Map Room Library

Davis: Susan Erickson, Music Department

Santa Cruz: Frank Ramirez, Stevenson College

Santa Barbara: Laura Nanna, Order Dept., Sally Wilson Weimer, Reference Department, Library

Los Angeles: Ann Mitchell, Law Library

Irvine: Richard Juberg, Mathematics Department

Riverside: Edna Bonacich, Sociology Department

San Diego: Tom Dublin, History Department

## Brief Entries

LOS ANGELES. AFT campus representatives met in Los Angeles on February 26 to discuss contract language and the upcoming bargaining election.

UNIVERSITYWIDE. AFT officers met with Systemwide management on February 10 at University Hall to discuss health and dental benefits and costs. Costs will be going up; benefits down.

BERKELEY. The Berkeley locals of the AFT met with Debra Harrington of the Campus Personnel Office on March 3 to discuss campus cutbacks. The AFT proposed several solutions. These included fusing closely related academic departments, such as Biochemistry and Molecular Biology; that before an involuntary "furlough" was implemented, a call go out for voluntary reductions in time, early retirement incentives, and implementation of the 9-month year option for librarians.

SACRAMENTO. The AFT is working with other organizations to urge passage of badly needed tax increases to prop up various state government agencies including UC. Measures include an oil severance tax, higher taxes on high priced liquor (the state tax on wine, not changed since 1933, is a mere two cents per gallon) and closing tax loopholes. The carryover of nearly \$1 billion of debt into the next fiscal year is viewed as a weak and unacceptable solution to an enormous problem.

BERKELEY. AFT member, Professor Lawrence Levine of the History Department is one of 20 people to receive the new MacArthur Prize, a no-strings-attached award that aims to seek out genious and reward it with five years of financial security. The prize amounted to \$240,000.

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